Public Safety & Human Resources
Building Connections

Fire Chief, Randy Howell

Cheree' Bontrager
Director of Human Resources

Asst. Police Chief
Nelson Walter

Conversation Opportunities

- Why is it important to have a strong connection with HR?
- What do you need from HR?
- What do you need HR to stop doing?
- What do you need HR to keep doing?
- Tell about a time when you needed HR the most
- Tell about a time when HR really messed things up for you.

Which Emoji Best Describes Your Relationship between HR and Public Safety?

https://www.mentimeter.com

The Power of a Positive Team- Jon Gordon
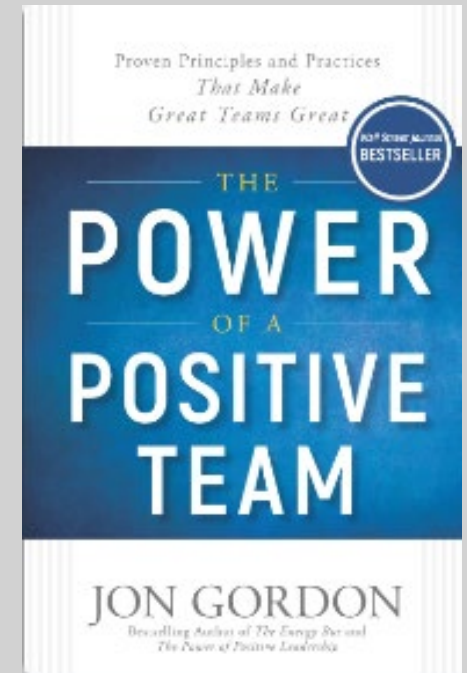
No One Creates Success Alone

Create a Shared Vision and Greater Purpose

Work Together with Optimism and Belief

Transform and Remove Negativity

Communicate, Connect, Commit, Care- *A lack of connection leads to lack of commitment, below-average* **teamwork***, and sub-par performance and results*

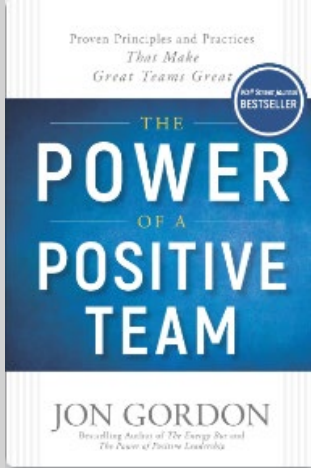Strive to Get Better-Engage in healthy conflict

Communication

"Where there is a void in communication, negativity will the void and it will breed and grow, resulting in contagious negative energy that quickly spreads.

Rumors gossip, complaining and negative energy will thrive when communication suffers."
- Jon Gordon

Proactive Discussions Checklist

- ✓ Compensation
- ✓ Employee Relations
- ✓ Position Budgeting/Recruitment
- ✓ Chain of Command
- ✓ Policy Changes
- ✓ Everyday Communication
- ✓ What do you need from me?
- ✓ How can I support you?
- ✓ What's the game plan for disagreements?
- ✓ Expectations for Communicating with the City Manager's office

Proactive Communications

- Have conversations to:

  - help HR understand intradepartmental challenges
  - allow us to share the complexity and importance of morale and a perceived sense of equity
  - share past experiences related to HR interactions
  - discuss expectations and thoughts regarding compensation studies and implementation strategies
  - help us to develop strategies to overcome the competitive nature of recruitment
  - establish expectations regarding communications involving employee discipline and input

Ongoing Conversations

Have conversations to:

- develop strategies to reinforce behavioral expectations and maintaining a workplace that is free of harassment and hostility. Could include:
  - Policy review
  - Title Seven
  - Organizational values and positive work environment
- determine, develop and provide employee assistance and mental health support programs unique to public safety

What Public Safety Wants HR to Know

- Trauma informed interactions and services
- Public Safety civilians are not the same as other civilians in the organization
- We need transparency with compensation studies
- Public Safety needs to support HR. What does it look like?
- Public Safety needs supportive guidance rather than strict rules

9

What HR wants Public Safety to Know

- We are not experts in your field (We are not the HR Police and are not meant to *actually* put out Fires)
- We want to support you and we want to be a team
- At the end of the day, we are in this together
- We want to be included-with boundaries
- We want to help you build morale
- We want to protect you from getting sued

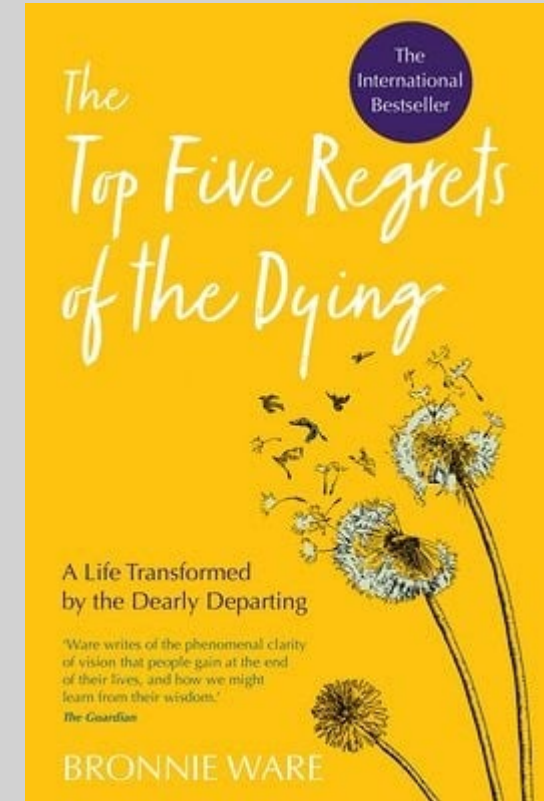# Crucial Factors for Effective Relationships Between HR and PS

Communication
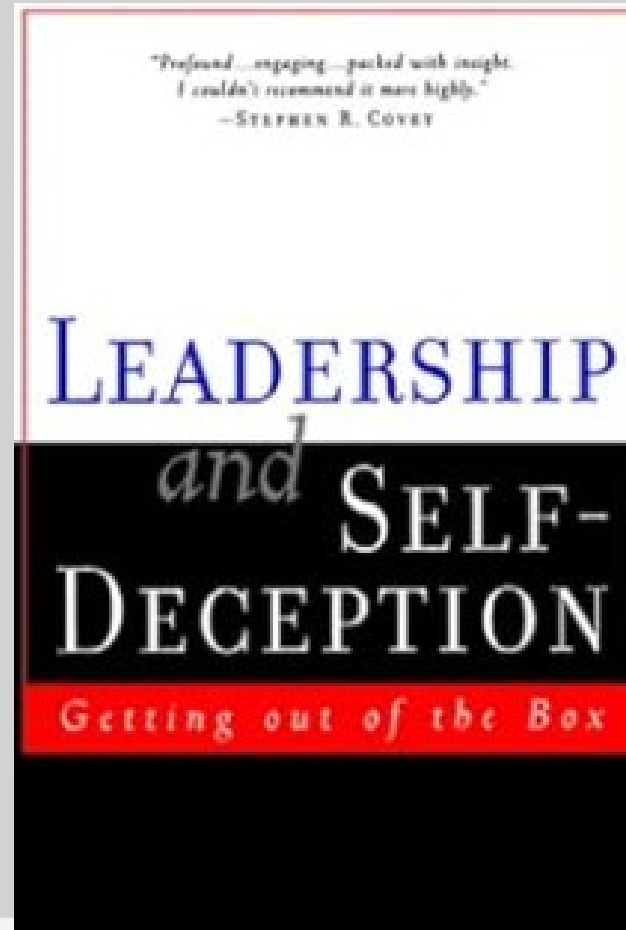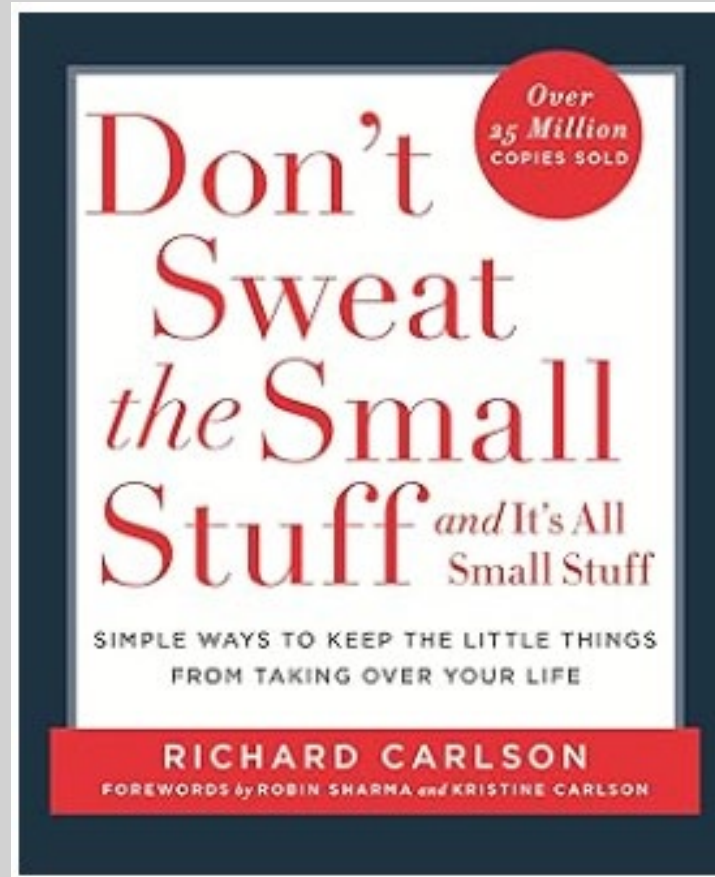
Mutual Respect

Trust

Building Effective Relationships

- Live authentically
- Prioritize Relationships
- Express Feelings Honestly (Communicate)
- Don't Overwork
- Stay True to Your Happiness
- Practice Self-Care (See the 5AM Club)
- Take Risks
- Focus on Happiness
- Embrace Gratitude

The International Bestseller

The Top Five Regrets of the Dying

A Life Transformed by the Dearly Departing

'Ware writes of the phenomenal clarity of vision that people gain at the end of their lives, and how we might learn from their wisdom.' *The Guardian*

BRONNIE WARE

Leadership & Self- Deception

-Keep asking yourself what is really important
-Live this day as if it were your last, it might be!
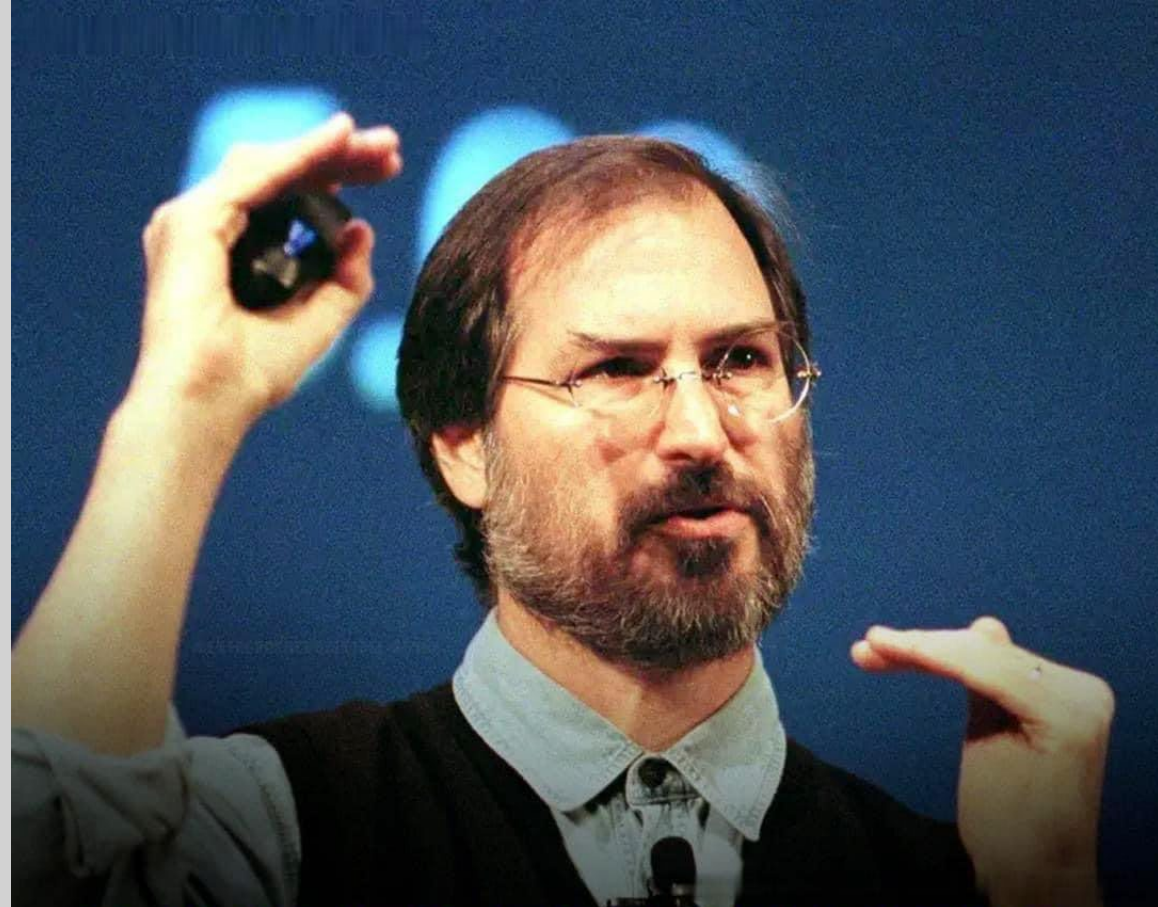
7 HABITS FOR SUCCESS

- **READ** EVERY DAY.
- MAKE YOUR **HEALTH** A PRIORITY.
- **LEARN** FROM PEOPLE YOU ADMIRE.
- **PLAN** YOUR DAY THE NIGHT BEFORE.
- KEEP YOUR **GOALS** IN FRONT OF YOU.
- TAKE **ACTION,** EVEN WHEN IT'S SCARY.
- HAVE AN **ATTITUDE** OF GRATITUDE.

"YOU ARE BUILT TO HANDLE THE PRESSURE THAT COMES WITH YOUR CALLING"

-UNKNOWN

Make a Difference…………
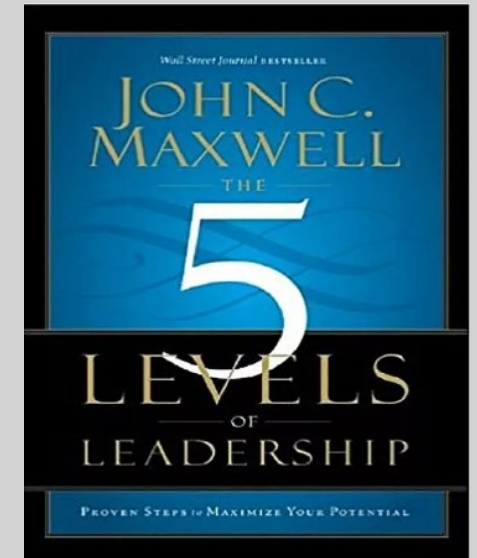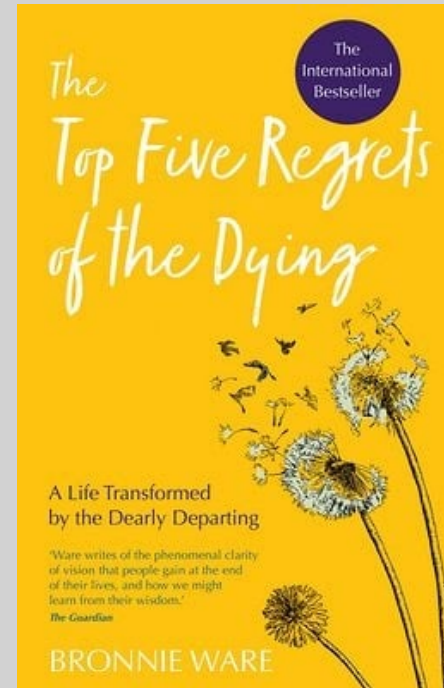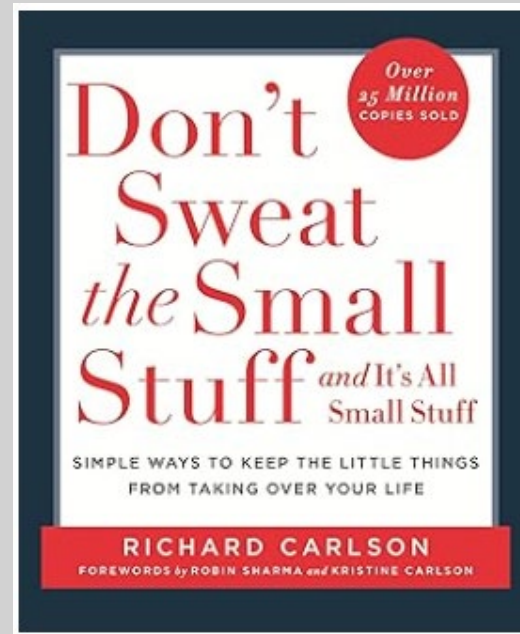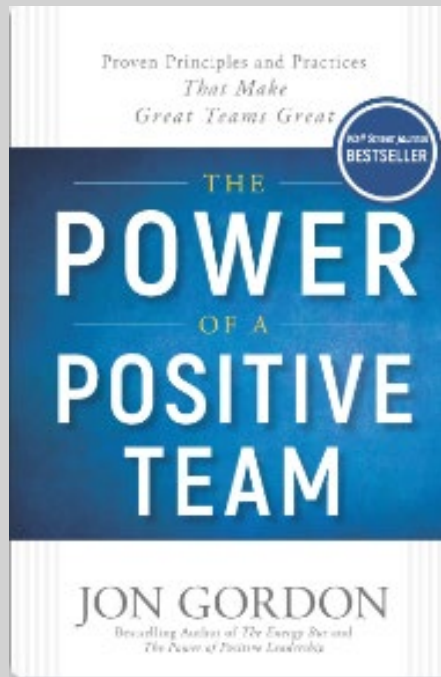

Police Chief, Dennis R. Veach
Retired
Oct 15, 1950 – Jun 17, 2021

…………Even if it's just in a small way

Resources

The Power of a Positive Team — Jon Gordon

Don't Sweat the Small Stuff and It's All Small Stuff — Richard Carlson

The Top Five Regrets of the Dying — Bronnie Ware

John C. Maxwell — The 5 Levels of Leadership

KINDNESS is CONTAGIOUS

Questions?